

ECE Workforce Policy Director

Colorado Department of Higher Education

POSTING DATE: May 10, 2021

CLOSING DATE: May 15, 2021

COMPENSATION: \$95,000- \$100,000 annually

DESCRIPTION OF JOB:

The Colorado Department of Higher Education (CDHE) seeks an experienced Director of Early Care and Education Workforce Policy to serve a key role facilitating policy and system reform related to the state's early care and education (ECE) workforce and lead teacher preparation.

This role is part of a larger grant to the School of Education and Human Development (SEHD) at University of Colorado Denver, that brings together a collaboration of Institutions of Higher Education (IHEs) and state agencies to establish innovative approaches to dismantle barriers in Colorado's ECE teacher preparation system. The grant has two major streams of work: [1] within 2-year and 4-year IHEs to advance effective pathways to B.A. programs; and [2] within and across state agencies to foster alignment and coherence of teacher credentialing and licensure, credit for prior learning, and compensation. Given the focus on higher education, CDHE's active and prominent engagement is essential.

This position – working in close collaboration with others in CDHE, the Governor's Office, the grant leads at SEHD, and other relevant state agencies – will provide dedicated expertise and effort to lead ECE workforce policy activities specific to degree pathways and attainment. The position will also contribute to policy initiatives that forge a long-term strategy for compensation and scholarship coordination.

Essential Duties & Responsibilities

- Partner closely with the early childhood policy advisor in Governor Polis' office to provide timely vision for, responsiveness to, and direction of policy, budget, and operational proposals related to the ECE workforce;
- Provide visible and active engagement on behalf of CDHE, the over-arching grant goals, and ECE workforce issues as the state's universal preschool efforts are designed and implemented;
- Design and lead efforts to identify barriers in state policy that impede degree completion, engaging CDHE leadership, the grant's IHE collaborative members, and others;
- Research and direct innovative policy strategies and opportunities to make Colorado's ECE teacher preparation system more coherent and accessible;

- Represent CDHE at meetings to align teacher preparation standards across state agencies and advance workforce development and compensation policy efforts;
- Engage in and, as appropriate, lead internal CDHE efforts to integrate credit for prior learning and course transferability recommendations into policy;
- Work with the Governor's policy, budget, and legislative staff to design and analyze policy positions and/or proposals;
- Work with the Early Childhood Leadership Commission and other statewide ECE coalitions, including field advocates, to solicit their input on policy positions and/or proposals;
- Actively engage in and contribute to broader ECE workforce efforts in the state; and
- Actively coordinate with the project director and the grant's principal investigators at SEHD to communicate about the overall grant's progress and priorities.

MINIMUM QUALIFICATIONS:

- Extensive knowledge of, and experience in, the state-level policy context for the ECE workforce, including higher education policy, as well as licensure and credentialing, and compensation;
- Thorough understanding of the ECE landscape and the different preparation and credential contexts for teachers;
- Proven experience participating in state-level policy/government deliberations;
- Effective understanding of research and data and their influence on policy decisions;
- Excellent verbal and written communication skills;
- Demonstrated skill in facilitating groups of people and collaborating effectively with others, both inside and outside of a single organization;
- Authentic commitment to ensure that equity issues are elevated, meaningfully addressed, and incorporated into the work;
- A minimum of five years of experience in ECE workforce policy-related positions;
- Master's degree in a related field.

PREFERRED QUALIFICATIONS:

- Specific experience, expertise, and credibility in Colorado's ECE policy and governmental landscape.

This is a two-year position that reports to the Senior Director, Academic Pathways and Innovation at CDHE.

The Colorado Department of Higher Education offers benefits that include medical, dental, vision, and life insurance available to the employee and eligible dependents on a cost share basis between employee and the Department. Disability insurance is provided at no cost to the employee. Paid leave time accrues at 14 hours per month for vacation leave and 10 hours per month for sick leave. There are 10 paid holidays in a calendar year. Employees of the State of Colorado do not contribute to Social Security but contribute to Colorado Public Employee Retirement Association (PERA).

APPLICATION PROCEDURES:

To be considered for this position, candidates must possess the minimum qualifications listed above and submit : (1) detailed letter describing qualifications; (2) resume or curriculum vitae; and (3) an email address for further communication to:

HR@dhe.state.co.us

Or:

Colorado Department of Higher Education
Attention: Human Resources
1600 Broadway, Suite 2200
Denver, Colorado 80202

This position is **not** governed by the selection process of the classified personnel system and is not part of the classified state personnel system.

Application Deadline: Position will remain open until filled. Application review begins immediately and position start is immediate. Employment is contingent on successful completion of a criminal background check.

The State of Colorado believes that equity, diversity, and inclusion drive our success, and we encourage candidates from all identities, backgrounds, and abilities to apply. The State of Colorado is an equal opportunity employer committed to building inclusive, innovative work environments with employees who reflect our communities and enthusiastically serve them. Therefore, in all aspects of the employment process, we provide employment opportunities to all qualified applicants without regard to race, color, religion, sex, disability, age, sexual orientation, gender identity or expression, pregnancy, medical condition related to pregnancy, creed, ancestry, national origin, marital status, genetic information, or military status (with preference given to military veterans), or any other protected status in accordance with applicable law.

The Colorado Department of Higher Education is committed to the full inclusion of all qualified individuals. As part of this commitment, our agency will assist individuals who have a disability with any reasonable accommodation requests related to employment, including completing the application process, interviewing, completing any pre-employment testing, participating in the employee selection process, and/or to perform essential job functions where the requested accommodation does not impose an undue hardship. If you have a disability and require reasonable accommodation to ensure you have a positive experience applying or interviewing for this position, please direct your inquiries to our Human Resource Director, Cindy Langan, at HR@dhe.state.co.us or call 720.264.8575.